

Data source:
Crispin, Gerry and Mark Mehler. (2009) "CareerXroads 8th Annual Sources of Hire Survey". Accessed at www.careerxroads.com on Feb. 26, 2009

How Do People Find Jobs?

A study was conducted of approximately 200 large companies. They were asked to respond to a survey about how they filled positions in 2008.

38% of all positions were filled
INTERNALLY.

EXTERNAL HIRES were located through
the following sources.

Referrals
Corp. Web
Job Boards
All Other
Dir. Sourcing
College
Print
SEM
Career Fairs
Temp-to-hire
Agency
Rehires
Walk-ins

	2008	2007	2006	2005
Referrals	27.3%	28.2%	26.6%	27.1%
Corp. Web	20.1%	14.0%	20.7	12.2
Job Boards	12.3%	11.7%	12.3	12.6
All Other	10.1%	12.5%	7.0%	10.5%
Dir. Sourcing	7.8%	9.4%	6.4%	7.4%
College	3.6%	3.8%	3.8%	5.6%
Print	3.4%	4.6%	6.9%	4.6%
SEM	3.3%	1.2%	2.0%	N/A
Career Fairs	3.2%	2.3%	2.7%	3.2
Temp-to-hire	3.1%	3.0%	2.3%	3.2
Agency	2.7%	3.3%	4.8%	5.2%
Rehires	2.4%	4.8%	5.2%	N/A
Walk-ins	0.8%	0.8%	0.5%	4.2%

